

## MALAVIYA NATIONAL INSTITUTE OF TECHNOLOGY JAIPUR

### Minutes of the 37<sup>th</sup> Meeting of the Board of Governors held on 17<sup>th</sup> June, 2017 at 11:30AM in Board Room, MNIT, Jaipur

The 37<sup>th</sup> meeting of Board of Governors, MNIT Jaipur was held on June 17, 2017 in the Board Room, MNIT, Jaipur with Ms. Chitra Ramkrishna as Chairperson Board of Governors MNIT Jaipur. Following were present:

- |                                |   |
|--------------------------------|---|
| 1. Prof. Udaykumar R Yaragatti | Member (Director, MNIT Jaipur)  |
| 2. Mr. R. Subrahmanyam         | Member (Additional Secretary, MHRD)<br><b>Attended the meeting through NKN.</b> |
| 3. Dr. Urmila Brighu           | Member (Nominee, Senate)  |
| 4. Dr. Ashok Kumar Solanki     | Secretary (Registrar, MNIT Jaipur)  |

At the outset, the Chairperson welcomed all present in the meeting, Financial Advisor, MHRD, Director, IIT Delhi, Dr. Shashi Bala Singh, Dr. Vidita Vaidya, Prof. K. R. Niazi & Dr. Ravi Juniwal were not present due to their prior engagements and leave of absence was granted to them. However, Additional Secretary, MHRD & Financial Advisor, MHRD have sent their comments vide letter F. No. 7-12/2017-TS.III and F. No. 3-16/2013-IFD dated 16<sup>th</sup> June, 2017 on all the items of the agenda. Considering the urgency with regard to agenda points related to decisions made in the 9<sup>th</sup> & 10<sup>th</sup> meeting of NITSER Council, in absence of required quorum the meeting was allowed by the Chairperson to continue with direction that minutes and agenda be circulated to all members for their concurrence.

Subsequently agenda items were taken one by one: -

**Item No. 37-1.0:** *To confirm the minutes of the 36<sup>th</sup> meeting of the Board of Governors held on 28<sup>th</sup> April, 2017.*

The minutes of the 36<sup>th</sup> meeting of the Board of Governors were confirmed with adoption of modifications in deliberation and agreement with the Additional Secretary, MHRD.

**Item No. 37-2.0:** *To note the action taken on the decisions made in the 36<sup>th</sup> meeting of the Board of Governors.*

The action taken on the decisions made in the 36<sup>th</sup> meeting of Board of Governors were noted.



**Item No. 37-3.0: Items for consideration.**

The amendments received through email on 14th June, 2017 from Technical Section – III, MHRD, New Delhi regarding Resolution for adoption of RRs (Faculty), Amendment in First Statutes of NITs for (i) Search-cum-Selection Committee, (ii) Deputy Director and (iii) General / Clause-wise Amendments conveyed by MHRD vide letters dated 27th October, 2014 & 20th October, 2015 respectively were adopted under Item No. 37-3.1 to 37-3.4.

**Item No. 37-3.1: To consider and approve the modification in First Statutes of NITs 2009, regarding the appointment of Deputy Director in the NITs.**

The Board approved and adopted following amendment in Statute 18 (1) of First Statutes of NITs, 2009 regarding the appointment of Deputy Director:

<b>Amended Statutes 18 (1)</b>
The appointment of the Deputy Director shall be made by the Board on the recommendations of the Selection Committee Constituted in terms of provisions under Statutes 23 (5) (a) of the First Statutes of NITs.

**Item No. 37-3.2: To consider and approve NITSER Council approved clause-wise amendments in the First Statutes of NITs 2009.**

The Board approved and adopted following amendments in First Statutes of NITs, 2009:

<b>Statutes No.</b>	<b>Amended Statutes</b>
6 [Authentication of Orders of the Board]	All orders and decisions of the Board shall be authenticated by the signature of the Director. In absence of Director, the Registrar or any person authorized by the Board in this behalf.
8 (xiv) [Powers of the Senate]	make recommendations to the Board to disseminate knowledge through distance learning mode to various parts of the State or country or abroad: In the cases of signing of agreement with the foreign agency, agreement may be signed with the approval of the Ministry.
10 (1) (v) [Finance Committee]	the Registrar, ex-officio, Member-Secretary: Provided that in addition to the above, the Chairman may invite an expert as special invitee, however, the special invitee may not have voting rights.
10 [Finance Committee]	10 (2) is to be changed to 10 (3).
	10 (3) is to be changed to 10 (4) with "Four members" to complete a quorum of the Finance Committee.
	10 (4) is to be changed to 10 (5).
	10 (5) is to be changed to 10 (6).
	10 (6) is to be changed to 10 (7).



	10 (7) is to be changed to 10 (2).
11 (ii) [Powers of the Finance Committee]	give its views and make its recommendations of the Board on any financial proposals / issues question affecting the Institute to the Board either on the initiative of the Board or of the Director, or on its own motion.
12(1)(ii) [Building and Works Committee]	Director or Deputy Secretary or his nominee dealing with NITs in the Ministry and Director or Deputy Secretary or his nominee dealing with Finance of NITs in the Ministry as <i>Ex-Officio</i> Members of the Central Government;
12 (3) [Building and Works Committee]	Four members shall form a quorum for a meeting of the Building and Works Committee.
12 (5) [Building and Works Committee]	A copy of the minutes of every meeting of the Building and Works Committee shall be placed before the Board together with the recommendations of the Finance Committee on specific proposal/proposals which requires approval of the Board.
13(1)(ii) [Powers and Functions of the Building and Works Committee]	have the power to give the necessary administrative approval and expenditure sanction for minor works and works pertaining to repair and maintenance, within the approved budgetary provision of the Institute; The Board will define the minor work and minor repair and maintenance in terms of quantum / expenditure.
13 (1) (iii) [Powers and Functions of the Building and Works Committee]	cause to prepare estimates of cost of buildings and other capital works, minor works, repairs, maintenance and the like. The Building and Works Committee shall approve the cost estimates for minor works, minor repairs and maintenance;
13 (1) (v) [Powers and Functions of the Building and Works Committee]	be responsible for enlistment of suitable contractors and acceptance of tenders and shall have the power to give directions for departmental works where necessary duly recommended by the Dean (P&D) of the Institute.
14 (ii) [Powers of the Chairperson, Board of Governors]	he shall have the power to send members of the staff, except the Director, of the Institute for training or for a course of instruction, outside India subject to such terms and conditions as may be laid down by the Board from time to time. The visit abroad by the Director shall be approved by the Chairman, National Institutes of Technology Council;
14 (iii) [Powers of the Chairperson, Board of Governors]	he shall execute the contract of service between the Institute and the Director on behalf of the Central Government, but he shall not be personally liable of anything under such contract; and
17 (1) [The Director and his powers]	The Director of the Institute shall be appointed by the Visitor on contract basis on the recommendations of a Search-cum-Selection Committee constituted by him consisting of atleast five members. The Chairperson of the Council shall be its Chairperson and the Secretary of the Department of Higher Education or his representative shall be one its members besides three other experts in the field of technical education with experience at national and international level.
17 (17) [The Director and his powers]	The schedule of disciplinary powers for Director of the Institute shall be as enunciated in Schedule - E.
18 (1) [The Deputy Director]	The appointment of the Deputy Director shall be made by the Board on the recommendations of the Selection Committee Constituted in terms of provisions under Statutes 23 (5) (a) of the First Statutes of



	NITs.
21 [Registrar]	The review of performance of the Registrar upon completion of one years of service may be carried out by the Committee to be constituted by the Board.
23 (3) [Appointments]	For the purposes of appointments in the Institute, the rules as approved by the Council of NITs or Central Government shall apply.
23 (4) [Appointments]	The Selection Committees, for filling posts under the Institute (other than the posts on contract basis) by advertisement or by promotion from amongst the members of staff of the Institute, shall be constituted in such manner as laid down by Ministry of Human Resource Development, Government of India or Board from time to time by ordinances.
23 (5) (a) [Appointments]	“The recruitment of Academic Staff (excluding Director), or promotion shall be in accordance with Recruitment Rules as specified in Schedule ‘E’ and the Selection Committee shall be as under”.
23 (5) (d) [Appointments]	The Selection Committee for Senior Administrative and other comparable posts carrying pay scale of Assistant Professor and above shall be as under:-
23 (10) [Appointments]	Notwithstanding anything contained in these Statutes, the Board shall have the power to make appointments of persons having special skill or knowledge to suit the emergent need of the department(s) or centre(s). In such emergent situations, the appointments shall be for a period of 12 months.
24 (i) [General Terms and Conditions of service of Permanent Employees]	Provided that the appointing authority shall have the power to extend the period of probation of any employee of the Institute for a period not exceeding one year.
25 [Code of Conduct for Permanent Employees]	The code of conduct for employees shall be made by each Institute in consultation with the Central Government. Till such time the code of conduct for employees is framed, the Institute shall follow the Central Civil Services (Classification, Control and Appeal) Rules, 1965.
26 [Suspension, Penalties, Disciplinary Proceedings]	The rules are identical to CCS (CCA) Rules, 1965, therefore, it is propose to delete the same.
29 [Provident Fund and Pension Scheme]	Employees of the Institute appointed prior to 01.01.2004 will be governed by Central Civil Services (Pension) Rules, 1972 and General Provident Fund (Central Services) Rules, 1960 and the Employees appointed on or after 01.01.2004 will be governed by New Pension Scheme of Central Government.

**Item No. 37-3.3:** *To consider and approve following amendment / modification in the First Statutes of NITs.*

The Board approved and adopted following amendment in Statute 17 (1) and 23 (5) (a) of First Statutes of NITs, 2009:

Statutes No.	Amended Statutes
17 (1) [The Director and his powers]	The Director of the Institute shall be appointed by the Visitor on contract basis on the recommendations of a Search-cum-Selection Committee



	constituted by him consisting of atleast five members. The Chairperson of the Council shall be its Chairperson and the Secretary of the Department of Higher Education or his representative shall be one its members besides three other experts in the field of technical education with experience at national and international level.
23 (5) (a) [Appointments]	“The recruitment of Academic Staff (excluding Director), or promotion shall be in accordance with Recruitment Rules as specified in Schedule ‘E’ and the Selection Committee shall be as under”.

**Item No. 37-3.4:** *To consider and approve new Recruitment Rules (flexible faculty structure) for faculty, approved by NITSER Council in its 10<sup>th</sup> meeting.*

The new Recruitment Rules (flexible faculty structure) for faculty as given in Annexure A to these minutes were adopted and approved.

Further, the Board requests that MHRD may have considered view for incorporation of following points in finalizing the Recruitment Rules (flexible faculty structure) of faculty:

1. **Full credits should be given to every faculty for collaborative project(s), publication(s) and Ph.D. supervision(s).**

**Explanation/Justification:** So far the Institute has been having a policy encouraging the faculty towards inter-disciplinary and inter-institute research and degree programs. It is essential that research and academics be treated as a collaborative rather than individualistic endeavor. In present structure, senior professors mentor and groom younger faculty members in research projects, thesis supervision and publications. This has ensured that research efforts of seniors are continued and department develops group expertise in various domains; and high quality of academic and research activities are maintained.

- a. Research is a team effort and sharing of credits as proposed in “RR for faculty (2017)” may bring detrimental effect to quality of research and academics of the Institute in future.
  - b. Additionally, most of the funding agencies require a Co-PI for continuation of the project in event of PI leaving the project. Also, NCP (nationally coordinated projects), joint projects especially international collaborations require more than one PI. Sharing of credits shall have adverse impact on such projects.
2. **Academic activities such as laboratory classes, tutorials should be given due credence.**

*Maya Lal*

**Explanation/Justification:** As laboratory classes and tutorials constitute backbone (approx. 2.5 times of Lectures contact hours) of science, engineering and technology curricula, due weightage be given for it. Further, laboratories rather than theoretical lectures play an important role in promoting innovation and research in young minds. **B.Tech. projects and M.Tech. thesis allow students to explore their innovative self** and these important academic activities need to be encouraged by giving due weightage in the credit points. Any activity related to academics should be given higher weightage, in terms of credits, than any administrative activity.

3. **Restart from zero of credit earning after a promotion should be avoided**

**Explanation/Justification:** Resetting credits to zero after promotion shall be against the essence of cumulative in “Cumulative essential credits”. **Except for Institutional and Departmental administrative work, other credits should not lapse after a promotion.** This shall ensure that everyone is motivated to participate in administration.

4. **Special Consideration in Credit and Progression Mechanism for Faculty of Architecture and Planning**

**Explanation/Justification:** Architecture Institutions running PG and Ph.D. programs are lesser in numbers and majority of them started such programs only recently, e.g. at MNIT Jaipur, PG program started in the year 2008 and PhD program in 2014. Previously, service conditions and limited research avenues restricted existing faculty to pursue for PG and Ph.D. qualifications on an early date. **Despite of upgrading qualifications during lengthy teaching experience, the deterrent condition of post PhD experience ought to be avoided in progression mechanism.** Further, the proposed credit mechanism, primarily based on refereed or published research, is difficult for faculty of Architecture due to dearth of publication and research avenues. **Together with this and the fact that in India, all matters of this discipline are a mandate of Council of Architecture (CoA); the qualifications, experience and structure as defined by CoA for all teaching posts may please be adopted as an exception for this discipline. As ready reference, this has been practiced in last selections/promotions in prestigious institutions like IIT Roorkee and SPA Delhi, both being under MHRD.**

5. **Credits for Interview for a faculty position should be made part of the “Cumulative Essential Credit Points”.**

**Explanation/Justification:** To ensure a fair and transparent progression for hard working faculty members, having credits over and above the requisite essential credit points for the position, the dependence only on the Interview needs to be looked into. For effective implementation, it is proposed that interview process should also be



made part of the Cumulative Essential Credit Points by allocating suitable credits for it. This proposal is in-line with the practice followed at UPSC and other PSCs.

**Item No. 37-3.5:** *To consider and approve the Balance Sheet of the financial year 2016-2017.*

The Balance Sheet of the year 2016-17 was considered by the Board. The concerned deliberations of the FC were that the inputs of the members on the pension provisioning liabilities in the Balance Sheet demanded clarity on the same from CAG. To get the same the Institute may seek some time for submission of Balance Sheet.

The BoG agreed that the Balance Sheet may be circulated to all members of the Board with the comments of CAG, if any for approval.

**Item No. 37-4.0:** *Reporting items.*

**Item No. 37-4.1:** *To note the minutes of the 31<sup>st</sup> meetings of the Finance Committee held on 28<sup>th</sup> April, 2017.*

The minutes of the 31<sup>st</sup> meetings of the Finance Committee was noted.

**Item No. 37-4.2:** *To ratify the resignation of Dr. Rosalin Sahoo, Assistant Professor, Department of Civil Engineering.*

The Board ratified the decision of the Director, MNIT Jaipur.

**Item No. 37-4.3:** *To note the award of AGP of Rs. 7000/- to Dr. Ramesh Babu Battula and Dr. Mukesh Kumar after the completion of Ph.D. degree.*

The Board noted the decision of the Director, MNIT Jaipur.

**Item No. 37-5.0:** *Any other item(s) with the permission of the Chair.*

#### **TABLE AGENDA**

**Item No. 37-5.1:** *To consider Ex-Gratia appointments.*

The Board approved the recommendation of the committee constituted to examine the ex-gratia cases. The Institute may verify the credentials and antecedents of the applicants before the offering the respective positions in the Institute.



**Item No. 37-5.2:** *To consider the revision of delegation of administrative and financial powers of Deans.*

The Board approved that with the concurrence of the Director, the Deans shall have the administrative & financial powers upto Rs. 500,000/- (Five Lacs).

**Item No. 37-5.3:** *To ratify the grant of deputation to Prof. M. C. Govil to join as Director, NIT, Sikkim.*

The Board ratified the decision of the Chairperson, BoG, MNIT Jaipur.

**Item No. 37-5.4:** *To ratify the grant of deputation to Prof. Manoj Singh Gaur to join as Director, IIT, Jammu.*

The Board ratified the decision of the Chairperson, BoG, MNIT Jaipur.

The meeting ended with vote of thanks to the Chairperson and all members.



**REGISTRAR**



## ANNEXURE - A

**Recruitment Rules (flexible faculty structure) for Faculty in National Institutes of  
Technology in Engineering, Sciences, Humanities and Architecture**

1. Cadres

<b>Designation, Pay Band and Academic Grade Pay</b>	<b>Essential Qualification</b>	<b>Essential Requirements</b>	<b>Cumulative Essential Credit Points</b>
*Assistant Professor (On contract) PB-3with Grade Pay of Rs.6000/-	Ph.D.	NIL	NIL
*Assistant Professor (On contract) PB-3 with Grade Pay of Rs.7000/-	Ph.D.	01 year post Ph.D. experience of Teaching and Research in Institution of repute/ Industry	10
*Assistant Professor PB-3 with Grade Pay of Rs.8000/-with a minimum pay of Rs.30000/-	Ph.D.	03 years after Ph.D. or 06 years total teachingand research Experience in reputed academic Institute/R&D Labs/relevant industry	20
Associate Professor PB-4 with Grade Pay of Rs.9500/-with a minimum pay of Rs.42800/-	Ph.D.	(6) years after Ph.D. of which at least 3 years at the level of Assistant Professor with AGP Rs.8000/- Or (9) years total working experience, of which 3 years should be after Ph.D., with at least 3 years at the level of Assistant Professor with AGP	50

Professor PB-4 with Grade Pay of Rs.10500/- With minimum pay of Rs.48000/-	Ph.D.	10 years after Ph.D. or 13 years total working experience, out of Which 07 years should be after Ph.D. at least 03 years at the level of Associate professor with AGP of Rs.9500/- or 04 years at the level of Associate Professor with AGP of Rs.9000/-or combination of Rs.9000/- and Rs.9500/-or equivalent in an Institution of repute/R&D lab or relevant industry.	80
Professor (HAG Scale) Rs.67000–79000	Ph.D.	Six years as Professor with AGP of Rs.10000/-or Rs.10500/-or a combination of Rs.10000/- and Rs.10500/- in an Institute of National Importance.	150

2. **Notes:**

1. Any change in the grade pay will be through open advertisement and on recommendation of duly constituted selection committee, except where specifically exempted in these Rules.
2. All new entrants shall have Ph.D. in the relevant/equivalent discipline and shall have first class in the preceding Degrees.
3. For existing faculty members who completed their Ph.D. along-with their normal teaching load of Institute/QIP, the enrolment period of Ph.D. will be counted as teaching experience.
4. Contribution to Institute Administration should be recommended by concerned Head / Chairman and approved by the Director. Contribution to departmental Administration should be recommended by concerned Head and approved by the Director.
5. For the departments which are not having any vacancy, movement in higher AGP/cadre will be carried out as per prescribed selection process but it will be restricted to only for serving faculty members of the respective departments.
6. One time measures at the time of notification of these Rules: The permanent faculty members who have put in more than 10 years experience, but have not acquired Ph.D. qualification will be mapped into flexible faculty structure as per following norms:
  - a) Permanent faculty with age 50 or above:
    - i. The Assistant Professors with AGP of Rs.7000/- shall be mapped at the level of Assistant Professor with AGP of Rs.8000/-, provided they have atleast 10credit points in their life time.
    - ii. The Assistant Professors with AGP of Rs.8000/- shall be mapped at the level of Associate Professor with AGP of Rs.9500/-, provided they have atleast 25 credit points in their lifetime.
    - iii. The Associate Professors with AGP of Rs.9000/- shall be mapped at the

level of Associate Professor with AGP of Rs.9500/-, provided they have at least 25 credit points in their lifetime.

Provided, they have been found suitable through a Selection Committee duly constituted under the Statute.

- b) Permanent faculty members less than 50 years of age will be sponsored for Ph.D. in any of the IITs/NITs duly providing a facility to take study leave of three-years from their respective NIT. On completion of the Ph.D., they shall compete to get into flexible faculty structure as per the new recruitment rules.
7. For faculty in the department of Architecture following will be essential qualification without insisting on credit point requirements at Assistant Professor level:
- M.Arch./M.Plan. with 01 year professional experience : Assistant Professor at AGP of Rs.6000/-
  - M.Arch./M.Plan. with 02 years of professional experience: Assistant Professor at AGP of Rs.7000/-
  - For higher cadres the EQ and credit point requirement will remain same as given in the table for Engineering and Sciences.

### 3. Credit Point System

The following shall be the credit point system:

S. No.	Activity	Credits points
1.	One external Sponsored R&D Projects completed or ongoing/ Patent granted	8/project or 8/patent as inventor (In case of more than one person in a Project, the Principal Investigator gets 5 credit points and the rest to be divided equally among other members)
2.	Consultancy projects	2 Credit points @ Rs. 5 lakhs of consultancy, subject to maximum of 10 Credit points
3.	Ph.D. completed (including thesis submitted cases)	8 per Ph.D. student. (In case there are more than one supervisor, then the Guide (1 <sup>st</sup> Supervisor) gets 5 credit points per Student and the rest to be divided equally among other supervisor(s))
4.	One Journal papers in SCI / Scopus (Paid Journals not allowed)	4 per paper since the last promotion. First author/Main supervisor will get 2 and rest Will be divided among others.

5.	One Conference paper indexed in SCI/ Scopus / Web of science Conference / any internationally renowned conference	1 credit points/paper upto a maximum of 10 credit points. First author/Main Supervisor will get 0.6 and rest will be divided among the rest.
6.	HOD, Dean, Chief Warden, Professor Incharge (Training & placement), Advisor (Estate), CVO, PI (Exam), TEQIP (Coordinator)	2 points per semester up to a max of 16 credits points since the last promotion.
7.	Warden, Assistant wardens, Associate Dean, Chairman/ Convener institute academic committees, Faculty Incharge Computer Center/IT Services /library/Admission/student activities and other institutional activities,	1 Credit/Semesters up to a maximum of 8 credit points since the last promotion.
8.	Chairman and Convener of different standing committee and special committee (Ex officio status will not be considered). Faculty incharges. (Each for one year duration) of Different Units or equivalent	0.5 Credit/Semesters up to a max. of 3 credits points since the last promotion.
9.	Departmental activities identified by HOD like lab in charges, or department level Committee for a min. Period of one year.	0.5 Credit/Semesters up to a max of 3 credits points since the last promotion.
10.	Workshop/FDP/short term courses of min 05 working days Duration offered as coordinator Or convener	2 per course up to a maximum of 8 credits since the last promotion.
11.	For conducting national programs like GIAN etc. as Course coordinator Program of 2 week duration Program of 1 week duration	2 credit points per course up to a max of 4 credit points since the last promotion. 1 credit points per course up to a max of 2 credit points since the last promotion.
12.	National / International conference organized as Chairman/Secretary	3 per program up a max of 6 credits points since the last promotion.

13.	Length of service over and above the relevant minimum teaching experience required for a given cadre	2 credit points per year with maximum of 10 credit points since the last promotion.
14.	Establishment of New Lab(s)	4 credit points since the last promotion.
15.	Theory Teaching of over and above 6 credit hrs. course	1 credits/credit hrs. upto a max of 6 credit points since the last promotion.
16.	PG Dissertation guided	0.5 credit points per project to a maximum of 10pointssince the last promotion.
17.	UG Projects	0.25 credit points / project up to a maximum of 4 points since the last promotion.
18.	Text/Reference Books published on relevant subjects from reputed international publishers	6 credit points per book up to a max. of 18 points since the last promotion.
19.	Text/Reference book published on relevant subjects from reputed national publishers or Book chapters in the books published by reputed International publishers	2 credit points/unit up to a max. of 6 points since the last promotion.
20.	Significant outreach Institute out Activities	1 credit points/activity up to a max of 4 credit points since the last promotion.
21.	Fellow IEEE, FNA, FNAE, FNASc	10 credit points
22.	Placement percentage (only for the placement cell officers/ Faculty incharge of Placement)	
	Above 85%	4 credit points per year up to a maximum of 20 points since the last promotion.
	75%-84% (% to be based on total no of students passing out and single job offer)	2 credit points per year up to a maximum of 10 points since the last promotion.